

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

SONOCO PROTECTIVE SOLUTIONS,	)	
	)	
Employer,	)	
	)	
and	)	Case No. 04-RC-128714
	)	
LABORERS LOCAL 132	)	
	)	
Union.	)	
	)	

**EMPLOYER’S REQUEST FOR REVIEW/ EXCEPTIONS TO THE REPORT ON  
OBJECTIONS**

Pursuant to Rule 102.69 of the Board’s Rules and Regulations, Sonoco Protective Solutions (“Sonoco”), Employer in the above-captioned case, files the following Request for Review/Exceptions to the Report and Recommendation on Objections to the Election issued by the Regional Director of Region 4 on July 23, 2014 (the “Report”).

1. Sonoco excepts to the Regional Director’s decision to summarily dismiss and not investigate Sonoco’s Objections 1, 2, and 3 because Sonoco was not willing to divulge the names of the employee-witnesses who asked not to be identified to the Region because they feared further intimidation and harassment by the Union’s supporters.

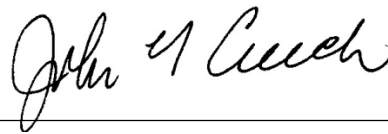
2. Sonoco excepts to the Regional Director’s decision to issue this Report without conducting a hearing. As demonstrated below and in Sonoco’s brief in support of these exceptions filed contemporaneously herewith, since the Region did not permit Sonoco to present live testimony at a hearing and since the Region did not conduct any investigation itself, the factual record concerning Sonoco’s Objections is not adequately developed.

3. Sonoco excepts the Regional Director's conclusion in regard to Objection 4 that the electioneering by at least one pro-union employee around the polling area did not substantially impair the employees' exercise of free choice. (Report, p. 3.) Given that the election was decided by a single vote, the improper electioneering on election day that occurred amidst direct threats of job loss, the conduct at issue likely created an atmosphere of fear and reprisal in which free choice was not possible.

WHEREFORE, for the reasons explained above and more completely in Sonoco's supporting brief, Sonoco respectfully requests that the Board set aside the election and direct a re-run election in Case No. 04-RC-128714 based upon the objectionable conduct of the Union and/or employees acting in support and favor of the Union. In the alternative, Sonoco asks that the Board direct the Regional Director to fully investigate Sonoco's objections and/or schedule a hearing on its Objections so that Sonoco has an adequate opportunity to develop the factual record in support of its Objections.

Dated this 5th day of August 2014.

Respectfully submitted,

A handwritten signature in black ink, reading "John G. Creech", is written over a horizontal line.

John G. Creech  
Ogletree, Deakins, Nash,  
Smoak & Stewart, P.C.  
300 North Main Street  
Greenville, SC 29601  
john.creech@ogletreedeakins.com  
Telephone: 864-271-1300  
Facsimile: 864-235-8806

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

_____) )	
SONOCO PROTECTIVE SOLUTIONS, )	
Employer, )	
and )	Case No. 04-RC-128714
LABORERS LOCAL 132 )	
Union. )	
_____) )	

**CERTIFICATE OF SERVICE**

This is to certify that I have this day served via electronic filing these Exceptions on:

Dennis P. Walsh, Regional Director  
National Labor Relations Board – Region 4  
615 Chestnut Street, Suite 710  
Philadelphia, PA 19106-4413

This is to certify that I have this day served via certified mail and email these Exceptions on:

Joel P. Trigiani, Esq.  
Cleary, Josem & Trigiani LLP  
Constitution Place  
325 Chestnut Street, Suite 200  
Philadelphia, PA 19106  
jtrigiani@cjtllaw.org

Dated this 5th day of August 2014.

OGLETREE, DEAKINS, NASH,  
SMOAK & STEWART, P.C.



John G. Creech  
Counsel for Sonoco Protective Solutions